“Achieving Excellence in Nursing Practice”

RN Residency Program (RNRP)
FY17
The RN Residency Program (RNRP) at CHI St. Vincent prepares new graduates in nursing to enter practice in the acute care environment. The RN Residency Program also provides an opportunity for RN’s who have been away from the bedside for over five years to re-enter nursing practice at the bedside. For over 125 years, CHI St Vincent has been dedicated to preparing new nurses for entry into practice. Today, that commitment is stronger than ever, with an excellent program for new graduates interested in a nursing career that is built on a firm foundation. By maintaining a high level of knowledge and skill among all who serve our patients, we provide high quality nursing care. Our core values of reverence, integrity, compassion and excellence, along with the Marie Manthey Relationship-Based Care Professional Practice Model, are our guiding principles that provide focus, direction, and accountability.

The RNRP provides a consistent and structured paid orientation for each new graduate nurse. The RNRP uses a multi-faceted approach to foster critical thinking skills as well as to develop technical skills. Classroom instruction, simulations, case studies, skills lab, observational experiences, and clinical experiences all contribute to effective learning.

Goals

1. Transition the new graduate nurse to a competent professional nurse in the acute care setting
2. Develop a competent nurse who provides safe care at the bedside while exhibiting CHI St. Vincent’s core values
3. Develop critical thinking skills to enhance the nurse’s clinical decision-making at the bedside
4. Support evidence-based nursing practice and nursing research through the use of available resources, councils, and collaborative teams
5. Generate an interest in the continual pursuit of nursing excellence through further education and professional certification
6. Promote clinical leadership through participation in Professional Nursing Shared Governance

Key Elements of RNRP

1. Nursing Leadership Commitment and Support
   • Interaction with Nurse Leaders at multiple points throughout the RNRP
   • Leadership engagement in Welcome Day, Matching Ceremony and Transition Ceremony
   • Structured guidelines designed to ensure consistent processes throughout the RNRP
   • Established policy that new graduate nurses and those with less than one year acute care experience will only begin their employment in acute care at CHI St. Vincent through the RNRP

2. RNRP Participant’s Commitment
   • Participation in all learning activities and assignments of the RNRP
   • Active engagement in self-learning
   • Adherence to the core values of CHI St. Vincent
3. Peer Group Support
   - Reflective Learning to assist with interpreting challenges and accomplishments in context of developmental stages in nursing
   - Activities to promote teamwork and peer support among RN Residents

4. Curriculum
   - Based on national recommendations of the Commission of Collegiate Nursing Education and the National Council of State Boards of Nursing
   - Focused on the principles of adult learning
   - Staged over several months to meet learners’ readiness
   - Interprofessional collaboration with Patient Care Partners

5. Continuous Process Improvement
   - Casey-Fink Graduate Nurse Experience Survey administered
   - CHI St. Vincent survey results reviewed in the context of nationally reported Casey-Fink Survey results
   - CHI St. Vincent survey results analyzed to determine areas for improvement of the RNRP
   - Evaluation of classroom speakers and learning activities by RN Residents

6. Clinical Support
   - One assigned Clinical Coach in each clinical rotation
   - Clinical Coaches who have received training through the structured Clinical Coach Class
   - Structured Competency Based Orientation tool to guide clinical experiences
   - Real-time feedback to the resident from the Clinical Coach each day
   - RN Resident evaluation of each Clinical Coach
   - Assigned a consistent Clinical Coach on permanently matched unit throughout unit orientation
   - Rounding on the units to resolve issues as they arise

7. Continued Mentoring and Learning
   - Monthly learning activities
   - Mentoring Program through the Clinical Education Department
Clinical Placement

Applicants to the RN Residency Program are hired for one CHI St. Vincent location:
1. CHI St. Vincent Infirmary/CHI St. Vincent North
2. CHI St. Vincent Morrilton
3. CHI St. Vincent Hot Springs in Hot Springs, Arkansas

Each RN resident is hired into a designated clinical track at the location chosen by the resident. Available positions in patient care areas determine which clinical tracks are offered for each specific cohort at a specific location. All clinical tracks may not be offered in each Residency Cohort or at all locations. The RNRP application will indicate the tracks available for the RNRP Cohort. During the application process, applicants have an opportunity to indicate their clinical track preferences.

During the first twelve weeks, residents rotate through the patient care units in their assigned clinical track. After twelve weeks in the RNRP, each RN Resident is matched to a permanent full time position on a nursing unit within his/her track. Potential clinical tracks are listed below with the specific units comprising each track.

1. CHI St. Vincent Infirmary/CHI St. Vincent North
   - Behavioral Health Track (Acute Care)
     - 8 East Behavioral Health
     - 8 West Behavioral Health
   - Cardiac Track
     - 2 East Cardiac Short Stay
     - 2 Northwest Cardiology
     - Cardiovascular Stepdown
   - Critical Care Track
     - Cardiovascular ICU
     - Coronary Care Unit
     - Neurosurgical ICU
     - CHI St. Vincent Infirmary ICU
     - CHI St. Vincent North Intensive Care Unit
   - Emergency Department Track
     - CHI St. Vincent Infirmary Emergency Department
     - CHI St. Vincent North Emergency Department
   - Medical Track
     - 3 North Medical
     - 4 Northwest Medical (Hospitalist)
     - 7 East Oncology
     - CHI St. Vincent North 3 Medical Surgical
   - Surgical Track
     - 3 East Urology/GYN
     - 4 East Neurosurgery/Spine
     - 4 North Orthopaedic
     - 4 West Surgical
     - 5 East Neurosurgery
   - Maternal Child Track
2. CHI St. Vincent Morrilton  
- Emergency Department Track  
- Medical Surgical Stepdown Track  

3. CHI St. Vincent Hot Springs  
- Behavioral Health Track (Geropsych)  
  - 1 E Geri Behavioral Health  
- Critical Care Track  
  - Medical Intensive Care Unit  
  - Surgical Intensive Care Unit  
  - 5 East Stepdown  
- Emergency Department Track  
- Medical/Surgical Track  
  - 2 East Cardiology/Renal  
  - 2 West Observation/Pediatrics  
  - 3 West Orthopaedics/Neurosurgery  
  - 4 East Medical/Surgical  
  - 4 West Oncology  
- Maternal Child Track  

RN Residency Program – Perioperative Track

The RNRP Perioperative Track prepares new graduate nurses to work in the Operating Room (OR). The RNRP Perioperative Track provides supervised clinical rotations in all OR services, hands-on learning experiences, and course content from AORN Periop 101: A Core Curriculum (AORN).

It is important to note that working in the OR requires taking call at night and on weekends. When on call, the RN is expected to arrive in the OR no longer than 30 minutes after being notified.

All qualifications for the RN Residency Program must be met to participate in the Perioperative Track of the RN Residency.

Perioperative Track Clinical Placement

The Perioperative Track may not be offered in each RN Residency Program Cohort. Perioperative RN Residents are placed into an RN position within the OR, not into a specific clinical surgery team or shift. During the first 12 weeks, Perioperative RN Residents rotate through each of the surgery services at their chosen location. The surgery services at each location are as follows:

1. CHI St. Vincent Infirmary/CHI St. Vincent North  
  - Cardiac OR  
  - General OR  
  - Neurospine OR  
  - Neurosurgery OR  
  - Orthopaedic OR  
  - Outpatient OR  
  - CHI St. Vincent North OR
2. CHI St. Vincent Morrilton OR  
   General Surgery

3. CHI St. Vincent Hot Springs OR  
   General Surgery

At the end of the first 12 weeks in the RNRP, each Resident is matched to a specific clinical team and shift in the OR. RN positions available on each Clinical Surgery Team at the time of matching determine which positions are available to RN Residents.

RN Residency (RNRP) Program Requirement  
A cumulative GPA of 3.0 preferred, but not required.

CHI St. Vincent/UALR Nursing Scholarship Recipients  

CHI St. Vincent/UALR Scholarship recipients must meet the posted deadline for application to the RNRP Program and fully complete the application process to be considered for acceptance into the RNRP Program.

CHI St. Vincent Co-workers  

1. CHI St. Vincent co-workers must meet the RN Residency Program requirements listed above.
2. A full-time or part-time co-worker who is beyond the first 90 days of employment at the time of application to the RNRP will be accepted into the RN Residency Program. Co-workers must complete the application process and be in good standing with CHI St. Vincent. There is no guarantee of a specific clinical track. PRN co-workers are not guaranteed acceptance into the Program.
3. Current CHI St. Vincent co-workers may not be eligible for acceptance if they have received a final written warning for any reason during the previous 12 months.
Application Process:

Application to the RN Residency Program is a **two step** process:

1. Complete a CHI St. Vincent Employment Application for an “RN Resident” position at [www.CHlstvincent.com](http://www.CHlstvincent.com) (Note this position is only posted on the website during the open application period)

2. Complete a separate, additional, RN Residency Program Application Form and submit with the required documents listed below to:

   Nisa Trenthem, MNSc, RN, NE-BC  
   Nurse Manager, RN Residency Program  
   CHI St. Vincent Infirmary  
   2 St. Vincent Circle  
   Little Rock, AR 72205

Required documents

- Nursing School transcripts with cumulative hours of credit and cumulative GPA. An unofficial transcript is acceptable.
- An essay (1 page typed double-spaced) describing how one of CHI St. Vincent’s core values of Reverence, Integrity, Compassion, or Excellence affects your life
- The RN Residency Application Form designating the location for which you are applying and ranking the track preferences for that location.

Employment Offer

A Human Resources representative extends employment offers for positions in the RNRP and discusses pre-hire requirements.

Licensure Information

Selected candidates should assure that all required paperwork for licensure is submitted to the Arkansas State Board of Nursing immediately upon graduation from the nursing program to obtain Arkansas licensure. Temporary or permanent Arkansas Licensure is required within two weeks of start date for continuance in the RNRP. NCLEX should be scheduled as soon as possible to obtain permanent Arkansas licensure.